WD 05-2521 (Rev.-16) was first posted on www.wdol.gov on 12/30/2014 ******************

REGISTER OF WAGE DETERMINATIONS UNDER By direction of the Secretary of Labor |

U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

| Wage Determination No.: 2005-2521

Diane C. Koplewski Director

Division of Wage Determinations|

Revision No.: 16 Date Of Revision: 12/22/2014

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Atascosa, Bandera, Bexar, Comal, De Witt, Edwards, Gillespie, Gonzales, Guadalupe, Karnes, Kendall, Kerr, Kinney, McMullen, Medina, Real, Uvalde, Val Verde, Wilson

Fringe Benefits Required Follow the Occupational Listing	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	MIL
01011 - Accounting Clerk I	13.82
01012 - Accounting Clerk II	15.51
01013 - Accounting Clerk III	17.35
01020 - Administrative Assistant	21.96
01040 - Court Reporter	22.14
01051 - Data Entry Operator I	11.59
01052 - Data Entry Operator II	12.65
01060 - Dispatcher, Motor Vehicle	16.11
01070 - Document Preparation Clerk	13.27
01090 - Duplicating Machine Operator	13.27
01111 - General Clerk I	11.26
01112 - General Clerk II	13.21
01113 - General Clerk III	15.45
01120 - Housing Referral Assistant	
01141 - Messenger Courier	19.91
01191 - Order Clerk I	11.03
01192 - Order Clerk II	12.49
01261 - Personnel Assistant (Employment) I	13.63
01262 - Personnel Assistant (Employment) II	17.04
01263 - Personnel Assistant (Employment) III	19.23
01270 - Production Control Clerk	21.26
01280 - Receptionist	18.59
01290 - Rental Clerk	11.89
01300 - Scheduler, Maintenance	14.90
01311 - Secretary I	15.96
01312 - Secretary II	15.96
01313 - Secretary III	17.86
01320 - Service Order Dispatcher	19.91
* · · · · · · · · · · · · · · · · · · ·	14.26

01410 - Supply Technician	21.96
01420 - Survey Worker	16.65
01531 - Travel Clerk I	12.19
01532 - Travel Clerk II	12.94
01533 - Travel Clerk III	13.60
01611 - Word Processor I	13.33
01612 - Word Processor II	14.96
01613 - Word Processor III	16.73
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.41
05010 - Automotive Electrician	17.75
05040 - Automotive Glass Installer	16.77
05070 - Automotive Worker	16.77
05110 - Mobile Equipment Servicer	14.96
05130 - Motor Equipment Metal Mechanic	18.68
05160 - Motor Equipment Metal Worker	16.77
05190 - Motor Vehicle Mechanic	18.41
05220 - Motor Vehicle Mechanic Helper	14.17
05250 - Motor Vehicle Upholstery Worker	15.83
05280 - Motor Vehicle Wrecker	16.77
05310 - Painter, Automotive	17.75
05340 - Radiator Repair Specialist	16.77
05370 - Tire Repairer	11.12
05400 - Transmission Repair Specialist	18.68
07000 - Food Preparation And Service Occupations 07010 - Baker	
07010 - Baker 07041 - Cook I	12.53
07041 - COOK I	9.42
07070 - Dishwasher	11.33
07130 - Food Service Worker	7.76
07210 - Meat Cutter	8.51
07260 - Waiter/Waitress	12.63
09000 - Furniture Maintenance And Repair Occupations	7.94
09010 - Electrostatic Spray Painter	
09040 - Furniture Handler	15.03
09080 - Furniture Refinisher	10.46
09090 - Furniture Refinisher Helper	15.03
09110 - Furniture Repairer, Minor	12.00
09130 - Upholsterer	13.42
11000 - General Services And Support Occupations	15.03
11030 - Cleaner, Vehicles	0.00
11060 - Elevator Operator	9.02
11090 - Gardener	9.02
11122 - Housekeeping Aide	13.57
11150 - Janitor	10.53
11210 - Laborer, Grounds Maintenance	10.53
11240 - Maid or Houseman	11.41
11260 - Pruner	8.80 10.36
11270 - Tractor Operator	12.91
11330 - Trail Maintenance Worker	11.41
11360 - Window Cleaner	11.60
12000 - Health Occupations	11.00
12010 - Ambulance Driver	14.40
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	28.34
12015 - Certified Physical Therapist Assistant	26.24
12020 - Dental Assistant	14.50
12025 - Dental Hygienist	32.84
12030 - EKG Technician	23.56
12035 - Electroneurodiagnostic Technologist	23.56

12040 - Emergency Medical Technician	14.40
12071 - Licensed Practical Nurse I	15.73
12072 - Licensed Practical Nurse II	17.60
12073 - Licensed Practical Nurse III	19.62
12100 - Medical Assistant	13.01
12130 - Medical Laboratory Technician	16.80
12160 - Medical Record Clerk	13.61
12190 - Medical Record Technician	14.86
12195 - Medical Transcriptionist	13.76
12210 - Nuclear Medicine Technologist	29.68
12221 - Nursing Assistant I	10.42
12222 - Nursing Assistant II	11.71
12223 - Nursing Assistant III	12.78
12224 - Nursing Assistant IV	
12235 - Optical Dispenser	14.35
12236 - Optical Technician	14.94
12250 - Pharmacy Technician	15.20
12280 - Phlebotomist	16.23
12305 - Radiologic Technologist	14.35
12311 - Registered Nurse I	24.06
12312 - Registered Nurse II	24.40
12313 - Registered Nurse II, Specialist	29.85
12314 - Registered Nurse III	29.85
	36.11
12315 - Registered Nurse III, Anesthetist	36.11
12316 - Registered Nurse IV	43.28
12317 - Scheduler (Drug and Alcohol Testing)	18.26
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.12
13012 - Exhibits Specialist II	22.45
13013 - Exhibits Specialist III	27.46
13041 - Illustrator I	18.68
13042 - Illustrator II	23.15
13043 - Illustrator III	26.62
13047 - Librarian	25.63
13050 - Library Aide/Clerk	11.03
13054 - Library Information Technology Systems	23.15
Administrator	23.10
13058 - Library Technician	14.44
13061 - Media Specialist I	15.87
13062 - Media Specialist II	17.79
13063 - Media Specialist III	19.84
13071 - Photographer I	14,29
13072 - Photographer II	16.15
13073 - Photographer III	18.92
13074 - Photographer IV	21.54
13075 - Photographer V	
13110 - Video Teleconference Technician	26.14
14000 - Information Technology Occupations	16.33
14041 - Computer Operator I	35.54
14042 - Computer Operator II	15.51
14043 - Computer Operator III	17.35
14044 - Computer Operator IV	19.35
14045 - Computer Operator V	21.50
14071 - Computer Programmer I	23.80
14072 - Computor December II	22.29
14073 - Computer Programmon III	
14074 - Computer Programmon III	
1/101 - Computer Guetana 7	
1/102 - Computer Contact 7	
14103 - Computor Systems Analysis III	
(see 1)	

14160 - Personal Computer Support Technician 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 26.31 15020 - Aircrew Training Devices Instructor (Rated) 31.51 15030 - Air Crew Training Devices Instructor (Rated) 31.51 15030 - Air Crew Training Devices Instructor (Pilot) 37.76 15056 - Computer Sased Training Specialist / Instructor 26.31 15070 - Piloth Instructor (Pilot) 37.76 26.86 15070 - Piloth Instructor (Pilot) 37.76 28.86 15070 - Piloth Instructor 21.52 15090 - Graphic Artist 22.57 15090 - Graphic Artist 22.57 15090 - Technical Instructor/Course Developer 15.20 15100 - Technical Instructor/Course Developer 15.20 15110 - Test Proctor 15.20 15110 - Test Proctor 15.20 15000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16000 - Laundry, Dry-Cleaning 8.64 16000 - Presser, Hand 16000 - Counter Attendant 8.64 16000 - Presser, Hand 16000 - Laundry, Dry-Cleaning 8.64 16110 - Presser, Machine, Drycleaning 8.64 16110 - Presser, Machine, Drycleaning 8.64 16110 - Presser, Machine, Shirts 8.64 16110 - Presser, Machine, Shirts 8.64 16110 - Presser, Machine Operator 16200 - Rasher, Machine 99.37 16200 - Machine-Tool Operator 16200 - Rasher, Machine 99.37 16200 - Machine-Tool Operator (Tool Room) 16.35 19000 - Machine-Tool Operator (Tool Room) 19.26 19.20		
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 31.51 15020 - Aircrew Training Devices Instructor (Rated) 31.51 15030 - Air Crew Training Devices Instructor (Pilot) 37.76 15050 - Computer Based Training Specialist / Instructor 26.31 15060 - Educational Technologist 15070 - Filight Instructor (Pilot) 37.76 15080 - Graphic Artist 22.57 15090 - Technical Instructor 18.93 15090 - Technical Instructor 15.28 15090 - Technical Instructor 15.28 15120 - Technical Instructor 15.28 16010 - Assembler 8.64 16030 - Counter Attendant 8.64 16030 - Counter Attendant 8.64 16030 - Counter Attendant 8.64 16030 - Persser, Hand 8.64 16130 - Presser, Machine, Drycleaning 8.64 16130 - Presser, Machine, Organical Presser, Machine 9.37 16220 - Tailor 11.09 16220 - Tailor 11.09 16220 - Tailor 11.09 16220 - Tailor 12.22 16200 - Presser, Machine 9.37 16220 - Tailor 12.22 16200 - Presser, Machine 16200 - Tailor 16200 -	14150 - Peripheral Equipment Operator	15.51
15010 - Aircrew Training Devices Instructor (Non-Rared) 31.51 15020 - Aircrew Training Devices Instructor (Rated) 31.51 15030 - Air Crew Training Devices Instructor (Pilot) 37.76 15050 - Computer Based Training Specialist / Instructor 26.31 15060 - Educational Technologist 26.86 15070 - Pilohi Instructor (Pilot) 37.76 15080 - Graphic Artist 22.57 15080 - Graphic Artist 22.57 15080 - Technical Instructor 18.93 15095 - Technical Instructor 23.16 15120 - Tutor 15.28 16010 - Assembler 10.50 16070 - Education 16070 - Presser, Hand 8.64 16040 - Dry Cleaner 10.50 16070 - Pinisher, Flatwork, Machine 8.64 16110 - Presser, Machine, Drycleaning 8.64 16110 - Presser, Machine, Drycleaning 8.64 16110 - Presser, Machine, Drycleaning 8.64 16100 - Presser, Machine, Shirts 8.64 16100 - Presser, Machine, Shirts 8.64 16100 - Presser, Machine, Operator 11.08 1620 - Tailor 1620	1416U - Personal Computer Support Technician	21.50
15020 - Aircrew Training Devices Instructor (Rilot) 31.51 15030 - Computer Based Training Specialist / Instructor 15030 - Computer Based Training Specialist / Instructor 15080 - Gaupatic Artist 26.86 15070 - Flight Instructor (Pilot) 37.76 15080 - Graphic Artist 22.57 15080 - Graphic Artist 22.57 15090 - Technical Instructor 15091 - Technical Instructor 15091 - Technical Instructor 15110 - Technical Instructor 15120 - Tutor 15.28 15110 - Tutor 15.28 15110 - Tutor 15.28 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16011 - Assembler 8.64 16030 - Counter Attendant 8.64 16030 - Counter Attendant 8.64 16040 - Dry Cleaner 10.50 16070 - Finisher, Flatwork, Machine 8.64 16100 - Presser, Hand 8.64 16110 - Presser, Machine, Drycleaning 8.64 16110 - Presser, Machine, Shirts 8.64 16110 - Presser, Machine, Shirts 8.64 16110 - Presser, Machine, Wearing Apparel, Laundry 8.64 16120 - Tailor 11.63 16220 - Tailor 11.63 19000 - Machine Tool Operator 11.63 19000 - Machine Tool Operator (Tool Room) 16.35 19000 - Machine Tool Operator (Tool Room) 19000 19000 - Machine Tool Operator (Tool Room) 19000 21000 - Machine Tool Operator (Tool Room) 19000 21000 - Machine Tool Operator (Tool Room) 19000 21001 - Macerials Expediter 19.59 21005 - Macerials Expediter 19.59 21006 - Macerials Expediter 19.59 21007 - Tool And Die Maker 19.59 21008 - Production Line Worker (Food Processing) 12.22 21130 - Shipping Packer 19.59 21140 - Store Worker 19.59 23000 - Mechanics And Maintenance And Repair Occupations 19.59 23001 - Americal Expediter 19.59 23000 - Machine Food Packanic 19.59 23000 - Machine Food Packanic 19.59 23000 - Alcraft Mechanic 11		
15030 - Air Crew Training Devices Instructor (Pilot) 37.76 15090 - Computer Based Training Specialist / Instructor 26.31 15090 - Educational Technologist 26.86 15090 - Flight Instructor (Pilot) 37.76 15090 - Graphic Artist 22.57 15090 - Technical Instructor (Pourse Developer 18.93 15100 - Technical Instructor/Course Developer 15.28 15110 - Test Proctor 15.28 15000 - Technical Instructor/Course Developer 15.28 15110 - Test Proctor 15.28 15000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16.20 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16.20 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16.20 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16.20 16000 - Presser, Machine, Presser, Machine 10.50 16000 - Presser, Machine, Drycleaning 8.64 16110 - Presser, Machine, Drycleaning 8.64 16110 - Presser, Machine, Wearing Apparel, Laundry 8.64 16110 - Presser, Machine, Wearing Apparel, Laundry 8.64 16120 - Presser, Machine, Wearing Apparel, Laundry 8.64 16200 - Machine-Tool Operator (Tool Room) 16.31 19000 - Machine-Tool Operator (Tool Room) 16.31 19010 - Machine-Tool Operator (Tool Room) 16.31 19010 - Machine-Tool Operator (Tool Room) 19.26 21000 - Machine-Tool Operator (Tool R	15020 - Aircrew Training Devices Instructor (Non-Rated)	
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16040 - Counter Attendant 16040 - Dry Cleaner 10.500 16070 - Finisher, Flatwork, Machine 36.64 16100 - Finisher, Flatwork, Machine 36.64 16110 - Presser, Machine, Drycleaning 36.64 16110 - Presser, Machine, Drycleaning 36.64 16130 - Presser, Machine, Shirts 36.64 16160 - Presser, Machine, Wearing Apparel, Laundry 36.64 16190 - Sewing Machine Operator 11.08 16220 - Tailor 11.08 16250 - Washer, Machine 9.37 19000 - Machine Tool Operation And Repair Occupations 19000 - Machine Tool Operator (Tool Room) 16.35 19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker 19.26 16.35 19.26 16.35 19.26 16.35 19.26 16.35 19.26 19.2	16010 - Assembler	8 64
10070 - Pry Cleaner 10.50 10070 - Finisher, Flatwork, Machine 8.64 16090 - Presser, Hand 8.64 16110 - Presser, Machine, Shirts 8.64 16110 - Presser, Machine, Shirts 8.64 16110 - Presser, Machine, Shirts 8.64 16160 - Presser, Machine, Wearing Apparel, Laundry 8.64 16190 - Sewing Machine Operator 11.08 11.08 11.08 11.08 11.09		
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16110 - Presser, Machine, Drycleaning	16070 - Finisher, Flatwork, Machine	
16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts 8.64 16190 - Presser, Machine, Wearing Apparel, Laundry 8.64 16190 - Sewing Machine Operator 11.08 16250 - Tailor 11.08 16250 - Washer, Machine 11.63 19000 - Machine Tool Operation And Repair Occupations 19000 - Machine-Tool Operator (Tool Room) 19000 - Machine-Tool Operator (Tool Room) 19000 - Material Handling And Packing Occupations 19.26 10.00 - Material Handling And Packing Occupations 19.26 10.00 - Material Expeditor 18.59 10.58 10.58 10.58 10.59 10.59 10.5	16090 - Presser, Hand	
16160 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry 8.64 16190 - Sewing Machine Operator 11.08 11.	16110 - Presser, Machine, Drycleaning	
16200 - Sewing Machine Operator 11.08 16250 - Taillor 11.63 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine Tool Operator (Tool Room) 19040 - Tool And Die Maker 19.26 21000 - Materials Handling And Packing Occupations 21000 - Forklift Operator 21020 - Forklift Operator 21030 - Material Coordinator 12.22 21040 - Material Expediter 18.59 21050 - Material Handling Laborer 10.58 21071 - Order Filler 10.58 21071 - Order Filler 10.58 21101 - Shipping Packer 12.26 21130 - Shipping Packer 12.67 21140 - Store Worker 12.67 21150 - Stock Clerk 10.23 21210 - Tools And Parts Attendant 13.18 21410 - Warehouse Specialist 12.22 23000 - Mechanics And Maintenance And Repair Occupations 12.22 23001 - Aerospace Structural Welder 20.73 23021 - Aircraft Mechanic II 20.73 23022 - Aircraft Mechanic III 20.73 23023 - Aircraft Mechanic Helper 13.74 23050 - Aircraft Servicer 17.58 23060 - Aircraft Servicer 17.58 23060 - Aircraft Servicer 17.58 23080 - Aircraft Morker 15.39 23110 - Appliance Mechanic 16.41 23120 - Bicycle Repairer 17.25 23125 - Cable Splicer 11.12 23130 - Carpenter, Maintenance 19.50 23140 - Electrician, Maintenance 19.50 23181 - Electronics Technician Maintenance II 22.30 23183 - Electronics Technician Maintenance II 23.80 23183 - Electronics Technician Maintenance II 23.80 23183 - Electronics Technician Maintenance III 23.80 23183 - Electronics Technician Maintenance II 23.80 23183 -	16160 Presser, Machine, Shirts	
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16250 - Washer, Machine 19000 - Machine Tool Operation And Repair Occupations 19010 - Machine Tool Operator (Tool Room) 19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator 21030 - Material Expediter 21050 - Material Expediter 21050 - Material Handling Laborer 21010 - Order Filler 21050 - Material Handling Laborer 21071 - Order Filler 21060 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21110 - Shipping Packer 21130 - Shipping/Receiving Clerk 21140 - Store Worker I 2150 - Stock Clerk 21140 - Store Worker I 2150 - Tools And Parts Attendant 21210 - Tools And Parts Attendant 21210 - Tools And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23001 - Aerospace Structural Welder 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic II 23030 - Aircraft Mechanic Helper 23050 - Aircraft Painter 23060 - Aircraft Painter 23060 - Aircraft Painter 23060 - Aircraft Servicer 23100 - Appliance Mechanic 23110 - Appliance Mechanic 231210 - Appliance Mechanic 23122 - Bicycle Repairer 23130 - Carpenter, Maintenance 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23151 - Electronics Technician Maintenance II 23181 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23383 - Electronics Techni	16220 - Tailor	
19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room) 16.35 19040 - Tool And Die Maker 19.26 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 12.22 21030 - Material Coordinator 18.59 21050 - Material Expediter 18.59 21050 - Material Handling Laborer 18.59 21071 - Order Filler 10.58 21071 - Order Filler 10.58 21080 - Production Line Worker (Food Processing) 12.22 21110 - Shipping Packer 12.67 21130 - Shipping Packer 12.67 21150 - Stock Clerk 12.67 21150 - Stock Clerk 12.26 21130 - Stock Clerk 12.22 2110 - Warehouse Specialist 12.22 23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder 23022 - Aircraft Mechanic II 20.73 23022 - Aircraft Mechanic III 20.73 23022 - Aircraft Mechanic III 20.73 23040 - Aircraft Mechanic Helper 21.85 23050 - Aircraft Mechanic Helper 21.85 23050 - Aircraft Mechanic Helper 21.85 23050 - Aircraft Worker 15.39 23110 - Appliance Mechanic Helper 17.58 23125 - Cable Splicer 11.22 23125 - Cable Splicer 11.23 23120 - Electroics Technician Maintenance II 22.30 23183 - Electronics Technician Maintenance II 22.30 23183 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintena		11.63
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19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator 21030 - Material Coordinator 21040 - Material Expediter 21040 - Material Expediter 21050 - Material Handling Laborer 21071 - Order Filler 21080 - Production Line Worker (Food Processing) 21110 - Shipping Packer 21110 - Shipping Packer 21140 - Store Worker I 21150 - Stock Clerk 212160 - Tools And Parts Attendant 21210 - Tools And Parts Attendant 21210 - Warehouse Specialist 21220 23000 - Mechanics And Maintenance And Repair Occupations 23011 - Aerospace Structural Welder 23021 - Aircraft Mechanic II 23022 - Aircraft Mechanic II 230303 - Aircraft Mechanic III 230304 - Aircraft Mechanic Helper 230305 - Aircraft Mechanic Helper 230306 - Aircraft Servicer 23080 - Aircraft Worker 23110 - Appliance Mechanic 231210 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23140 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III	19010 - Machine-Tool Operator (Tool Dean)	
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21050	21030 - Material Coordinator	
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21150 - Stock Clerk	21130 - Shipping/Receiving Clerk	
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23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic III 23023 - Aircraft Mechanic III 20.73 23040 - Aircraft Mechanic Helper 21.85 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23080 - Aircraft Worker 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23183 - Electronics Technician Maintenance III 23.80	23010 - Aerospaco Structural Wall	
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III 230340 - Aircraft Mechanic Helper 23050 - Aircraft, Painter 23060 - Aircraft Servicer 23080 - Aircraft Worker 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23180 - Electronics Technician Maintenance III 23183 - Electronics Technician Maintenance III 23180 - Electronics Technician Maintenance III	23021 - Aircraft Moghanic I	20.73
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23040 - Aircraft Mechanic Helper 21.85 23050 - Aircraft, Painter 13.74 23060 - Aircraft Servicer 17.58 23080 - Aircraft Worker 15.39 23110 - Appliance Mechanic 16.41 23120 - Bicycle Repairer 17.25 23125 - Cable Splicer 11.12 23130 - Carpenter, Maintenance 19.50 23140 - Carpet Layer 16.16 23160 - Electrician, Maintenance 15.04 23181 - Electronics Technician Maintenance I 22.30 23182 - Electronics Technician Maintenance II 23.80	23023 - Aircraft Mechanic III	20.73
23050 - Aircraft, Painter 23060 - Aircraft Servicer 23080 - Aircraft Worker 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23380	23040 - Aircraft Mechanic Helper	21.85
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23130 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23180	23120 - Bicycle Repairer	
23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23180	23125 - Cable Splicer	
23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23180	23130 - Carpenter, Maintenance	
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance II 23180		
23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III 23180	23101 Electrician, Maintenance	
23.80 23183 - Electronics Technician Maintenance II	23182 - Floatmonics Technician Maintenance I	
DOTO DICCLONICS TECHNICIAN Maintenande TIT	23183 - Flectronics Technician Maintenance II	
	Bidectionies rechnician Maintenance III	25.32

23260 - Fabric Worker	14.33
23290 - Fire Alarm System Mechanic	17.71
23310 - Fire Extinguisher Repairer	13.77
23311 - Fuel Distribution System Mechanic	17.42
23312 - Fuel Distribution System Operator	14.33
23370 - General Maintenance Worker	15.37
23380 - Ground Support Equipment Mechanic	
23381 - Ground Support Equipment Servicer	19.59
23382 - Ground Support Equipment Worker	15.10
23391 - Gunsmith I	16.10
23392 - Gunsmith II	14.33
23393 - Gunsmith III	15.37
23410 - Heating, Ventilation And Air-Conditioning	17.42
Mechanic Mechanic	17.42
23411 - Heating, Ventilation And Air Contditioning	
Mechanic (Research Facility)	18.44
23430 - Heavy Equipment Mechanic	
23440 - Heavy Equipment Operator	17.55
23460 - Instrument Mechanic	17.42
23465 - Laboratory/Shelter Mechanic	20.11
23470 - Laborer	16.41
	10.03
23510 - Locksmith	15.48
23530 - Machinery Maintenance Mechanic	17.57
23550 - Machinist, Maintenance	17.42
23580 - Maintenance Trades Helper	12.21
23591 - Metrology Technician I	20.11
23592 - Metrology Technician II	21.29
23593 - Metrology Technician III	22.45
23640 - Millwright	19.02
23710 - Office Appliance Repairer	16.68
23760 - Painter, Maintenance	16.16
23790 - Pipefitter, Maintenance	19.33
23810 - Plumber, Maintenance	18.21
23820 - Pneudraulic Systems Mechanic	17.42
23850 - Rigger	17.42
23870 - Scale Mechanic	15.13
23890 - Sheet-Metal Worker, Maintenance	17.78
23910 - Small Engine Mechanic	
23931 - Telecommunications Mechanic I	15.37 21.97
23932 - Telecommunications Mechanic II	
23950 - Telephone Lineman	23.21
23960 - Welder, Combination, Maintenance	20.66
23965 - Well Driller	17.15
23970 - Woodcraft Worker	17.15
23980 - Woodworker	17.42
24000 - Personal Needs Occupations	13.16
24570 - Child Care Attendant	0 45
24580 - Child Care Center Clerk	9.45
24610 - Chore Aide	12.07
24620 - Family Readiness And Support Services	10.57
Coordinator	10.76
24630 - Homemaker	
25000 - Plant And System Operations Occupations	13.69
25010 - Boiler Tender	
25040 - Sewage Plant Operator	18.19
25070 - Stationary Engineer	16.47
25190 - Ventilation Equipment Tender	18.19
25210 - Water Treatment Plant Operator	12.13
27000 - Protective Service Occupations	16.43
27004 - Alarm Monitor	
	14.89

27007 - Baggage Inspector	11.24
27008 - Corrections Officer	
27010 - Court Security Officer	21.15
27010 Court Security Officer	21.15
27030 - Detection Dog Handler	14.37
27040 - Detention Officer	21.15
27070 - Firefighter	22.59
27101 - Guard I	11.24
27102 - Guard II	
27131 - Police Officer I	14.20
	23.14
27132 - Police Officer II	25.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.89
28042 - Carnival Equipment Repairer	
28043 - Carnival Equpment Worker	10.39
	8.25
28210 - Gate Attendant/Gate Tender	12.51
28310 - Lifeguard	11.05
28350 - Park Attendant (Aide)	13.88
28510 - Recreation Aide/Health Facility Attendant	
28515 - Recreation Specialist	10.13
28630 - Sports Official	14.76
	11.05
28690 - Swimming Pool Operator	13.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.90
29020 - Hatch Tender	
29030 - Line Handler	18.90
29041 - Stevedore I	18.90
29042 - Stevedore II	17.63
	20.19
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
Judit - Air Indilic Control Specialist, Station (HEO) (goo 2)	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	24.66
30021 - Archeological Technician I	27.16
30022 - Archeological Technician II	16.47
30022 Archeological Technician II	17.18
30023 - Archeological Technician III	23.40
30030 - Cartographic Technician	23.74
30040 - Civil Engineering Technician	
30061 - Drafter/CAD Operator I	20.21
30062 - Drafter/CAD Operator II	17.13
30063 - Drafter/CAD Operator III	19.16
30064 - Drafter/CAD Operator IV	21.37
20001 Prairie de Operator IV	26.29
30081 - Engineering Technician I	15.91
30082 - Engineering Technician II	17.86
30083 - Engineering Technician III	
30084 - Engineering Technician IV	19.98
30085 - Engineering Technician V	24.75
30086 - Engineering Technician VI	30.27
30000 - Environment Technician VI	36.63
30090 - Environmental Technician	19.43
30210 - Laboratory Technician	19.16
30240 - Mathematical Technician	23.74
30361 - Paralegal/Legal Assistant I	
30362 - Paralegal/Legal Assistant II	16.70
30363 - Paralegal/Legal Assistant III	21.82
30364 - Paralegal/Legal Assistant IV	26.68
30300 - Photo Ontine Wassistant IV	32.25
30390 - Photo-Optics Technician	23.74
30461 - Technical Writer I	24.59
30462 - Technical Writer II	
30463 - Technical Writer III	30.08
30491 - Unexploded Ordnance (UXO) Technician I	34.17
30492 - Unexploded Ordnance (UXO) Technician II	22.74
30493 - Unexploded Ordnance (UXO) Technician III	27.51
smonproduct ordinance (OXO) Technician III	32.97

30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or (see 2	2) 21.37
Surface Programs	
30621 - Weather Observer, Senior (see 2	2) 23.74
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	12.95
31030 - Bus Driver	16.78
31043 - Driver Courier	13.17
31260 - Parking and Lot Attendant	9.64
31290 - Shuttle Bus Driver	14.18
31310 - Taxi Driver	11.35
31361 - Truckdriver, Light	14.18
31362 - Truckdriver, Medium	15.07
31363 - Truckdriver, Heavy	16.69
31364 - Truckdriver, Tractor-Trailer	16.69
99000 - Miscellaneous Occupations	10.03
99030 - Cashier	9.41
99050 - Desk Clerk	9.68
99095 - Embalmer	18.80
99251 - Laboratory Animal Caretaker I	10.07
99252 - Laboratory Animal Caretaker II	10.84
99310 - Mortician	22.43
99410 - Pest Controller	15.42
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	13.34
99711 - Recycling Specialist	14.83
99730 - Refuse Collector	12.11
99810 - Sales Clerk	10.86
99820 - School Crossing Guard	10.86
99830 - Survey Party Chief	18.41
99831 - Surveying Aide	
99832 - Surveying Technician	12.83
99840 - Vending Machine Attendant	15.33
99841 - Vending Machine Repairer	11.39
99842 - Vending Machine Repairer Helper	14.08
·	11.39

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.